

NHDHHS, Bureau of Developmental Services (BDS)

NH Employment of Individuals with Disabilities

Employment Summary

In this quarter, employment outcomes for individuals supported by the developmental services system remains steady at **36%** with the number of people employed with hourly wages and the average wages earned all remaining consistent.

In February and March, the Bureau provided regional training on the newly adopted revisions to **He-M 518 Employment Services** regulation to all area agency and vendor agencies. The new regulation provided greater details on what are considered comprehensive employment services that can be covered by Medicaid.

Most importantly, the regulation aligns with the same processes people without disabilities have access to when pursuing career and employment paths. To read the full regulation, please visit: http://www.gencourt.state.nh.us/rules/state_agencies/he-m500.html

Many of the **Family Support Councils** are working hard to support employment efforts around the state. Their efforts include marketing materials (videos, print ads, digital stories), employment information sessions, youth transition pilots and so much more. Please talk with your local Family Support Council and Area Agency to learn more about what they may be doing in your region.

Finally, the **Family Support Conference** was once again a tremendous success. The session on employment was very well received. Three individuals who are employed shared their stories on how they navigated the decisions, their feelings and their families support in securing and maintaining employment.



NH Developmental Services Employment Data The Facts - March 2014



March 2014	December 2013	
3,807	3,759	People receiving services (ages 21-64)
1,372	1,372	People employed (ages 21-64) including self-employment*
36%	36.3%	Total employed as a percentage of total served (ages 21-64)
76	70	People who have self-employment
1,296	1,302	People (ages 21 to 64) employed with hourly wages
9.2	9.12	Statewide average hours worked per week
\$8.01	\$7.99	Statewide average pay per hour (not including self-employment)
1,508	1,495	Total number of jobs excluding self-employment
1,506	1,493	Statewide total jobs paying minimum wage or above
2	2	Statewide total jobs paying below minimum wage
32	29	People employed age 65 and older
*There are some people who have both hourly wages and self-employment.		

Employment Statistics for People Aged 18 - 64 Years Old in US and NH			
	2012	2011	2010
US Employment Rate for people without Disabilities:	73.6%	72.8%	72.8%
US Employment Rate for people with Disabilities	32.7%	32.6%	33.4%
US 2010 Employment Gap:	40.8%	40.2%	39.4%
NH Employment Rate for people without Disabilities	80.5%	79.5%	79.7%
NH Employment Rate for people with Disabilities	37.9%	36.8%	39.1%
NH Employment Gap	42.6%	42.7%	40.6%
♦ Source: 2013 Annual Disability Compendium Statistics, US Census Bureau, 2011 American Community Survey, American Fact Finder.			

NH Developmental Services Employment Data Trends.... Continued

Total Number of Individuals Served and Employed (21-64 Years Old), Including Self Employment

Regional Employment

Area Agency	# of Individuals Served	# of Individuals Employed*	% of Individuals Employed	
			%	ranking
Northern Human Services	342	166	48.5%	1st
Pathways of the River Valley	234	63	26.9%	10th
Lakes Region Community Services	308	129	41.9%	3rd
Community Bridges	481	131	27.2%	9th
Monadnock Developmental Services	401	153	38.2%	4th
Gateways Community Services	539	242	44.9%	2nd
Moore Center Services	524	148	28.2%	8th
One Sky Community Services	356	134	37.6%	5th
Community Partners	305	101	33.11%	7th
Community Crossroads	317	105	33.12%	6th
Statewide	3,807	1,372	36.0%	

BDS Mission Statement

The Bureau of Developmental Services (BDS) joins communities and families in providing opportunities for citizens with developmental disabilities or acquired brain disorders to achieve health and independence. In partnership with individuals, families, and community based service networks, BDS affirms the vision that all citizens should participate in the life of their community while receiving the supports they need to be productive and valued community members.

NH Developmental Services Employment Data Trends.... Continued

Regional Employment Hours Worked and Wage Data

- ** Does not include self-employment.
- *** Statewide averages are calculated by the entire data set, not by the column.
- **** Projection based on working 52 weeks. Does not take into account seasonal employment.



Increase since last reporting period

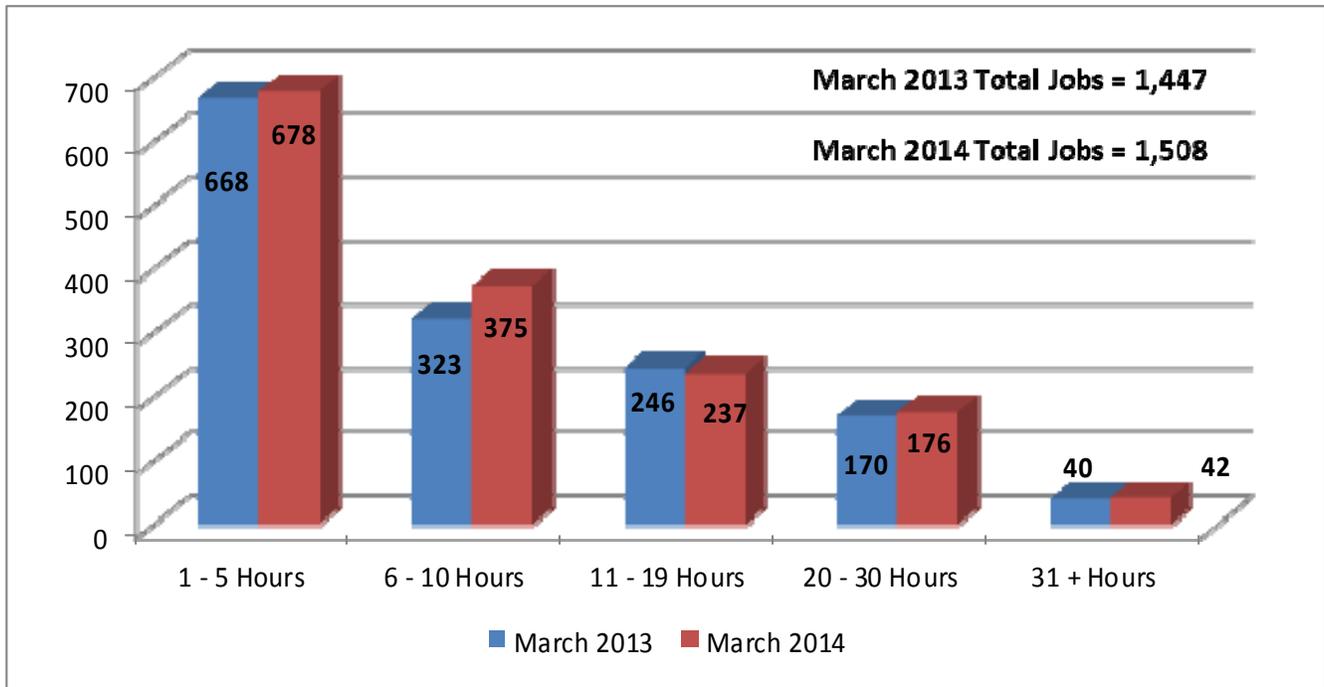
Decrease since last reporting period.

Area Agency	Average hours worked per week **		Average hourly wage per job **		Average Earnings		
		rank		rank	weekly	rank	Projected yearly ****
Northern Human Services	7.6	9th	\$7.79	9th	\$60	10th	\$3,097
Pathways of the River Valley	12.5	1st	\$8.72	1st	\$109	1st	\$5,668
Lakes Region Community Services	10.0	4th	\$7.62	10th	\$76	4th	\$3,953
Community Bridges	8.4	8th	\$8.35	3rd	\$70	7th	\$3,653
Monadnock Developmental Services	9.3	5th	\$8.09	4th	\$75	5th	\$3,921
Gateways Community Services	8.5	7th	\$7.87	8th	\$67	8th	\$3,482
Moore Center Services	10.9	2nd	\$7.90	6th	\$86	2nd	\$4,478
One Sky Community Services	7.4	10th	\$8.07	5th	\$60	9th	\$3,105
Community Partners	10.7	3rd	\$7.88	7th	\$84	3rd	\$4,388
Community Crossroads	8.9	6th	\$8.37	2nd	\$74	6th	\$3,855
Statewide Averages ***	9.2		\$8.01		\$73		\$3,811

NH Developmental Services Employment Data Trends.... Continued

Breakdown of Each job Held by Hours Per Week by Region and Statewide

(Not including self-employment)



Since March 2013, the number of hours worked per week have increased as noted in the following shifts:

- ◆ 16% (52) **increase** in the number of jobs held working between 7 and 10 hours per week.
- ◆ 3.5% (6) **increase** in the number of jobs held working 20 –30 hours per week.
- ◆ 5% (2) increase in the number of jobs held working 31+ hours per week.
- ◆ It must be noted that there are more jobs than individuals employed as some people are employed in more than one job.

The shift in the number of jobs falling into a higher number of hours worked category shows healthy progress towards NH's goal of increasing the number of hours worked per week in each job.

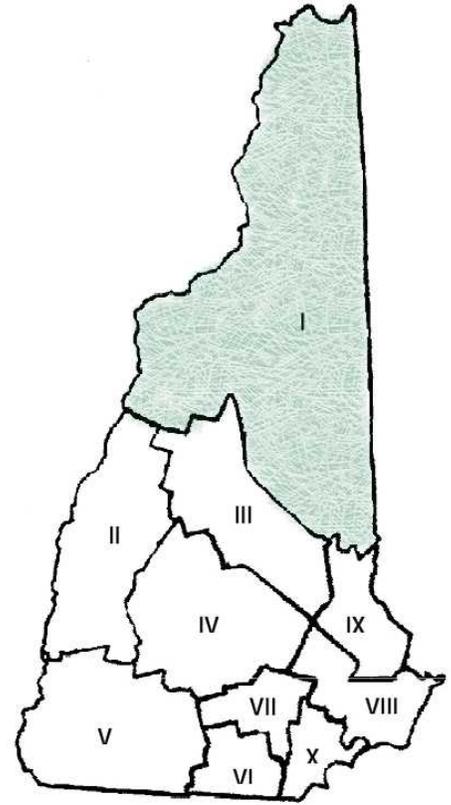
■ See Appendix for the Complete Regional Breakdown

REGIONAL EMPLOYMENT DATA



To learn more about the commitment to employment from all members of New Hampshire's regional services system, please read the Employment Position Statement (<http://www.dhhs.nh.gov/dcbcs/bds/documents/employmentpositionstatement.pdf>)

Region 1: Northern Human Services



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected
						Average Yearly Earnings
342	166	48.5%	7.6	\$7.79	\$60	\$3,097
Statewide ranking	1st		9th	9th	10th	

Employment Provider Data

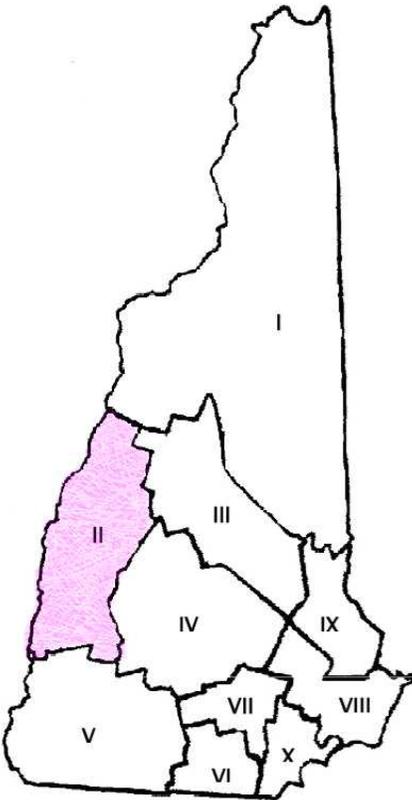
	# Individuals Employed	Average Hours Worked	Average Wages Earned
Life Transition Services	2	7.0	\$8.53
North Country Independent Living	9	7.5	\$8.02
Northern Human Services	155	7.7	\$7.76
Southwestern Community Services	1	*	*
Total:		7.6	\$7.79

* Individual has self-employment

Regional Employment Goals selected by NHS for FY'14 and FY'15:

1. Region I will increase the average number of work hours per week, per individual to 8.50 hours by 6/30/2014 and to 10 hours/week by 6/30/2015.
2. Region I will increase the average hourly wage to \$7.70 by 6/30/2014 and to \$7.80 or more per hour by 6/30/2015.

Region 2: Pathways of the River Valley



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings	Projected
234	63	26.9%	12.5	\$8.72	\$109	\$5,668	
Statewide ranking	10th		1st	1st	1st		

Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
CSC Employment	1	10.0	\$7.50
ISN - Employment	8	8.4	\$8.60
Life Transitions	1	14.3	\$8.75
Pathways Employment	53	13.1	\$8.76
Total:	63	12.5	\$8.72

Regional Employment Goal selected by Pathways for FY'14 and FY'15:

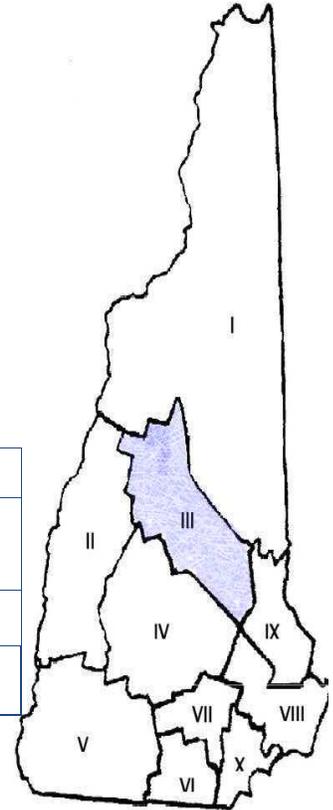
Pathways will increase the number of people employed between the ages of 21 - 26 years old by 20% (from 11 to 13) in FY'14 and by 30% (from 11 to 14) overall in FY'15 while maintaining regional average for wages and hours of work per week for this age group.

Region 3: Lakes Region Community Services



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected Average Yearly Earnings
308	129	41.9%	10	\$7.62	\$76	\$3,953
Statewide ranking	3rd		4th	10th	4th	



Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Easter Seals	1	2.5	7.25
LRCS	128	10.1	\$7.63
Total:	129	10.0	\$7.62

Regional Employment Goals selected by LRCS for FY'14 and FY'15:

1. By June 30, 2014, LRCS will develop a sector based employment opportunity that will serve 6 individuals. Of the individuals served, 4 will gain employment from this experience. This employment opportunity will continue in FY' 2015, with an additional 6 individuals being served and of those served 4 will gain employment.
2. By June 30, 2015, LRCS will develop 2 high school job clubs, for students age 16-21, with a minimum of 6 students participating in each club.

Region 4: Community Bridges



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected
						Average Yearly Earnings
481	131	27.2%	8.4	\$8.35	\$70	\$3,653
Statewide ranking	9th		8th	3rd	7th	

Employment Provider Data

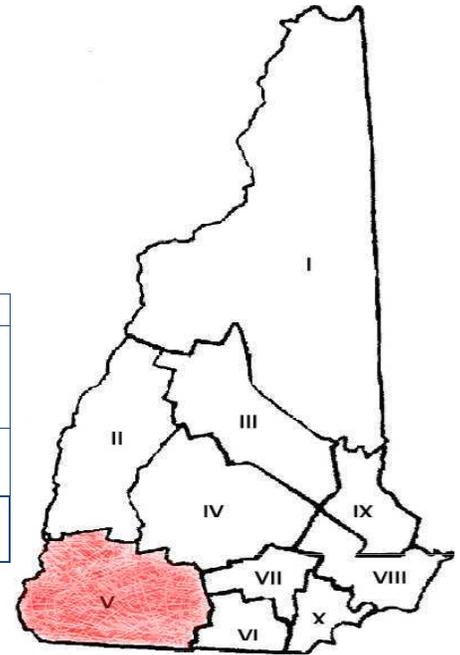
* Individual has self-employment

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Community Bridges	75	11.0	\$8.76
Community Services Council of NH	1	*	*
Easter Seals	24	5.9	\$7.66
Farmsteads of New England	2	17.7	\$7.33
Granite Bay Connections	1	2.0	\$7.25
Independent Services Network	6	4.1	\$7.96
Institute for Professional Practice	3	3.0	\$7.25
Life Share, Inc.	1	3.0	\$7.25
Living Innovations	1	6.6	\$7.50
Lutheran Social Services	2	2.7	\$7.64
Residential Resources	5	5.5	\$7.25
Robin Hill Farm	1	2.0	\$7.85
Siddarth Services, Inc	1	1.0	\$8.00
Work Opportunities Unlimited	8	6.0	\$8.95
Total:	131	8.4	\$8.34

Regional Employment Goal selected Community Bridges for FY'14 and FY'15:

1. Region 4 will increase the number of individuals employed between the ages of 21-26 by 10 (25%) in FY'14 and another 10 (20%) in FY'15.
2. Region 4 will increase the average number of hours individuals work by 5% in FY 14 (from 8.73 to 9.17) and 10% in FY 15 (from 9.17 to 9.60).

Region 5: Monadnock Developmental Services



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected Average Yearly Earnings
401	153	38.2%	9.3	\$8.09	\$75	\$3,921
Statewide ranking	4th		5th	4th	5th	

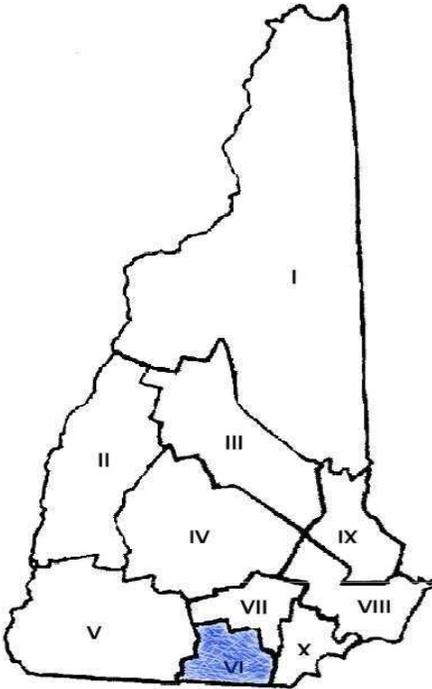
Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
ACCESS Employment	7	6.4	\$9.17
Chesco Employment	30	7.5	\$8.58
Community Strategies for NH	2	18.5	\$9.06
Crotched Mountain	1	22.5	\$7.25
Easter Seals - Employment	2	7.5	\$7.25
Life Transition Services	40	17.7	\$8.33
MCST Employment	12	12.1	\$8.64
MDS ISO Employment	30	3.5	\$7.39
Monadnock Worksource	2	3.0	\$7.25
Polux Employment	1	4.0	\$9.00
Psalm 33 Employment	1	12.0	\$7.92
Residential Resources	3	8.9	\$7.35
Robin Hill Farm	3	1.4	\$7.58
Southwestern Community Services	19	5.4	\$7.92
Total:	153	9.3	\$8.09

Regional Employment Goals selected by MDS for FY'14 and FY'15:

1. Increase Number of Individuals employed by 10% (15) in FY'14 and an additional 10% (16) in FY'15.
2. Increase the average number of hours worked for individuals ages 21-26 years old from 7.9 hours/week to 8.25 hours by the end of FY'14 and to 8.75 hours by June 30th 2015.

Region 6: Gateways Community Services



Regional Breakdown

						Projected
Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings
539	242	44.9%	8.5	\$7.87	\$67	\$3,482
Statewide ranking	2nd		7th	8th	8th	

Employment Provider Data

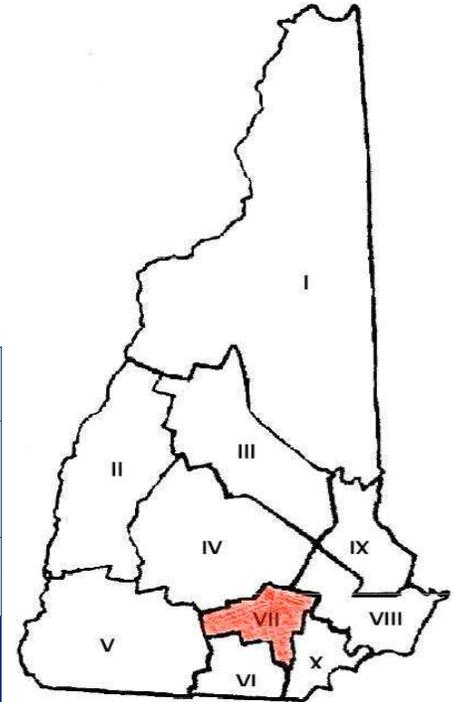
	# Individuals Employed	Average Hours Worked	Average Wages Earned
Easter Seals Employment	25	8.5	\$7.39
Gateways	5	6.0	\$7.95
Gateways CDS	14	13.2	\$7.98
Independent Services Network	12	4.5	\$8.25
Institute for Professional Practice	6	5.9	\$7.78
Life Share, Inc.	1	6.0	\$8.25
Nashua Center - Employment	15	3.1	\$7.55
Opportunity Networks	44	7.4	\$7.67
The Plus Company	113	9.7	\$8.07
Toward Independent Living & Learning	7	7.0	\$7.91
Total:	242	8.5	\$7.87

Regional Employment Goal selected b Gateways for FY'14 and FY'15:

Goal #1: Gateways Community Services is currently projecting 54 individuals who will be turning 21 and entering adult services in FY14 and FY15. Of those individuals, 80 percent will have one of the following when entering adult services: 1. Employed in the community; 2. Enrolled in post-secondary employment training; 3. Have an employment goal with a strategic plan demonstrating specific steps for pursuit of employment in the community.

Goal #2: Gateways will increase the number of jobs and/or hours for 5 percent of individuals who are identified as (or historically) under-employed and/or unemployed.

Region 7: Moore Center Services



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected Average Yearly Earnings
524	148	28.2%	10.9	\$7.90	\$86	\$4,478
Statewide ranking	8th		2nd	6th		2nd

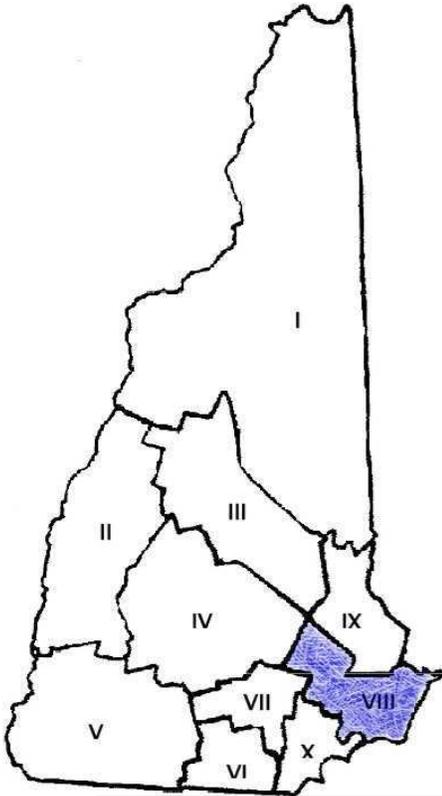
Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Alternative Programs	2	4.0	\$8.63
Chesco Employment	1	14.0	\$7.25
Easter Seals	17	9.8	\$7.28
Granite State Independent Living	4	9.6	\$8.28
Independent Services Network	6	7.3	\$7.96
Life Visions	1	4.0	\$10.00
Lifeshare, Inc.	3	12.7	\$7.67
Moore Center Services	84	11.8	\$7.73
North Country Independent Living	1	5.0	\$7.63
Residential Resources, Inc	2	16.0	\$8.88
Siddharth Services, Inc.	7	4.6	\$8.57
The Plus Company	1	6.0	\$7.25
Work Opportunities Unlimited	19	11.9	\$8.70
Total:	148	10.9	\$7.90

Regional Employment Goal selected by the Moore Center for FY'14 and FY'15:

The Moore Center will work towards increasing overall employment by a minimum of 10% (13 new jobs) in FY'14 and by another 10% (14 new jobs) in FY'15.

Region 8: One Sky Community Services



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings	Projected
356	134	37.6%	7.40	\$8.07	\$60	\$3,105	
Statewide ranking	5th		10th	5th	9th		

Employment Provider Data

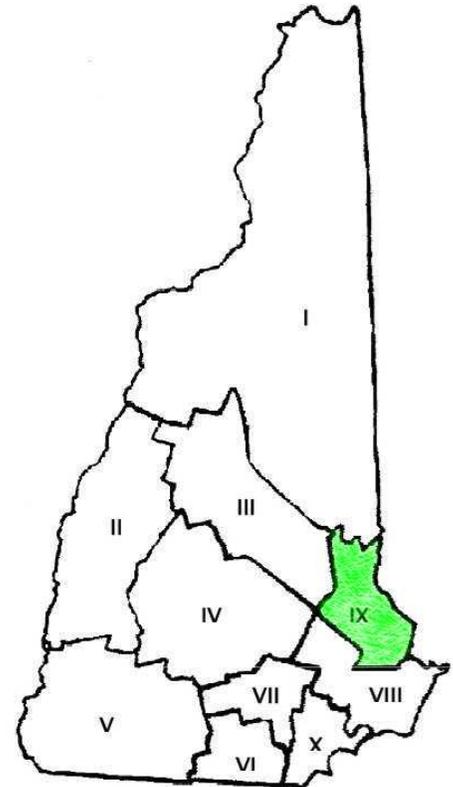
* Individual has self-employment

	# Individuals Employed	Average Hours Worked	Average Wages Earned
CMRC Employment	1	*	*
Easter Seals	18	7.75	\$7.70
Farmstead of New England	1	2.00	\$7.25
Granite Bay Connections	1	11.0	\$9.00
Great Bay Services	21	5.1	\$7.41
Institute for Professional Practice	7	2.6	\$7.38
Life Visions	1	2.0	\$7.50
Lifeshare, Inc.	17	5.8	\$8.55
Living Innovations	14	6.6	\$7.94
One Sky Futures	12	4.0	\$8.08
One Sky Community Services	29	11.4	\$8.73
Residential Resources, Inc.	1	3.0	\$7.25
Work Opportunities Unlimited	11	10.3	\$7.92
Total:	134	7.4	\$8.07

Regional Employment Goal selected by One Sky Community Services for FY'14 and FY'15:

Increase the number of people working by 10% per year for the next two years (from 124 to 136 by 6/30/2014 and to 150 by 6/30/2015), while also increasing the average number of hours worked per week by 20% per year (from 7.18 hours to 8.6 by 6/30/2014 and to 10.3 by 6/30/2015).

Region 9: Community Partners



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected
						Average Yearly Earnings
305	101	33.11%	10.7	\$7.88	\$84	\$4,388
Statewide ranking	7th		3rd	7th	3rd	

Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Cardinal Cushing Center	1	5.0	\$8.25
Community Partners	84	10.5	\$7.81
Easter Seals	4	14.3	\$8.19
Great Bay Services	6	12.8	\$8.04
Institute for Professional Practice	3	11.3	\$8.50
North Country Independent Living	2	8.5	\$7.25
Polus	1	8.0	\$11.12
Total*:	101	10.7	\$7.88

Regional Employment Goal selected by Community Partners for FY'14 and FY'15:

Using the reported baseline of March 2013 of 100 individuals, Community Partners will increase the number of people employed by 10% in FY'14 and 15% overall in FY'15.

Region 10: Community Crossroads



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings	Projected
317	105	33.12%	8.9	\$8.37	\$74	\$3,855	
Statewide ranking	6th		4th	2nd	6th		

Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Career Resources	1	14.0	\$8.25
Community Crossroads	15	6.9	\$8.61
Easter Seals	16	5.8	\$7.46
Granite Bay Connections	1	15.0	\$7.25
Independent Services Network	3	3.0	\$9.83
Institute for Professional Practice	1	4.0	\$8.00
Kimi Nichols Center	2	7.2	\$8.22
Life Visions	18	11.5	\$9.48
Lifeshare	7	4.8	\$7.84
Living Innovations	14	8.2	\$8.38
Nashua Center	3	5.7	\$8.67
Neurorestorative NH	1	4.0	\$7.25
Residential Resources, Inc.	1	20.0	\$7.50
Work Opportunities Unlimited	22	12.7	\$8.07
Total:	105	8.9	\$8.37

Regional Employment Goals selected by Community Crossroads for FY'14 and FY'15:

1. Increase the overall number of people employed to 40% in FY'14 and 50% in FY'15 using March 2013 baseline of 31% employed.
2. Increase the average hours worked per week to 12 hours in FY'14 and 14 hours in FY'15 using March 2013 baseline of 8.28 average hours worked.

Appendix



Breakdown of Individuals Employed by Hours Worked Per Week by Region and Statewide - March 2014

Area Agency	1-5 hours		6-10 hours		11-19 hours		20-30 hours		31+ hours		Total # of Jobs
	# of Jobs	%	# of Jobs	%	# of Jobs	%	# of Jobs	%	# of Jobs	%	
Northern Human Services	91	55%	40	24%	16	10%	13	8%	4	2%	164
Pathways of the River Valley	19	28%	21	31%	9	13%	15	22%	3	4%	67
Lakes Region Community Services	61	42%	33	23%	30	21%	17	12%	5	3%	146
Community Bridges	67	49%	36	26%	18	13%	11	8%	5	4%	137
Monadnock Developmental Services	88	49%	40	22%	17	10%	28	16%	5	3%	178
Gateways Community Services	121	44%	82	30%	33	12%	36	13%	3	1%	275
Moore Center Services	46	28%	45	27%	48	29%	25	15%	1	1%	165
One Sky Community Services	87	56%	30	19%	23	15%	12	8%	2	1%	154
Community Partners	41	38%	22	20%	25	23%	14	13%	7	6%	109
Community Crossroads	57	50%	26	23%	18	16%	5	4%	7	6%	113
STATEWIDE TOTAL:	678		375		237		176		42		1,508
% of Jobs in Each Category		45%		25%		16%		12%		3%	

♦ (not including self-employment)

How To Use The Employment Data Report

1) Share this with Families, Self-Advocates, Board Members, Family Support Councils, and Staff.

The data report is meant to be a tool to be used for more in-depth discussions about employment efforts regionally and statewide. Please ask questions if there is any information you don't understand. This is a great opportunity for each agency to share information about how it promotes employment and what opportunities and services are available.

The data can be very helpful to individuals and families in trying to select an employment provider. However, it is important to understand that there are more factors to consider when selecting a provider than just performance data alone. Here are some things to consider:

- ❖ Does this provider promote employment?
- ❖ Does this provider have staff who have been trained using the statewide curriculum called ACRE or who hold a national certification as a Certified Employment Support Professional?
- ❖ Does this provider specialize in placing people in specific industries?
- ❖ Does this provider serve a high number of people with the most significant disabilities?
- ❖ Does this provider offer career development services?
- ❖ Does this provider offer any structured skills training opportunities?
- ❖ Talk to other families about their satisfaction with various providers.

2) Use this report to set goals with staff, your region, your Board, and for your strategic plans.

Don't forget, Area Agencies can generate their own regional report at any time using our new employment data system. The Bureau will generate Employment Reports on a quarterly basis. The next report will be released in the February 2013.

3) Host an Employment Event. Invite a Panel of Employed Self-Advocates to talk about their work experience, the process they went through to achieve employment, and the impact being employed has had in their life.

Also invite:

- ❖ Employment staff to talk about your region's efforts and commitment to employment;
- ❖ Employment vendors so they can meet the various employment providers;
- ❖ Invite a panel of local employers to talk about how hiring an inclusive workforce makes good business sense;
- ❖ Work incentives specialists to talk about the impact of earning income on benefits

(**psssst:** here's a well-kept secret: almost everyone who works is financially better off earning income than just receiving benefits...talk to a work incentives specialist...they will show you the math). You can also visit www.nhwirc.org to learn more about work incentives and how to find a trained work incentive specialist.)

NHDHHS, Bureau of Developmental Services
105 Pleasant St., Concord, NH 03301
(800) 852-3345 Ext. 5034 (NH only) or (603) 271-5034
www.dhhs.state.nh.us/dhhs/bds